RESEARCH ARTICLE

POLICE REFORMS IN HARYANA: AN OVERVEIW

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ARTICLE INFO	ABSTRACT
	In India, police reforms have been a topic of discussion for many years. The main objective of police reforms is to improve the efficiency and effectiveness of the police force. Various committees and commissions have suggested various reforms in different areas such as organization, structure, training, recruitment, pay and perks, working conditions, etc. However, very few of these recommendations have been implemented so far. In this paper, we will review the various recommendations made by different committees and commissions on police reforms in India and the status of their implementation. The purpose of this research paper is to provide an overview of the problems faced by police personnel in Haryana, India and to suggest possible reforms. Haryana is a state in Northern India with a population of over 25 million. The state has been plagued by a number of problems in recent years, including a high crime rate, political unrest, and a lack of resources. These problems have had a negative impact on the morale of police personnel, who are often overworked and underpaid. This has led to a number of high-profile cases of police misconduct, which have further eroded public trust in the police. The government has responded to these problems by introducing a number of reforms, including the creation of a Police Complaints Authority and the establishment of a Police Academy. However, it is unclear whether these measures will be sufficient to address the underlying problems facing the police in Haryana.

INTRODUCTION

Police reforms in our country since independence or perhaps earlier. Therefore, people can enjoy their rights and develop their personality in desired direction. Several efforts in the form of police reforms were made to achieve this goal. But in practice, these objectives could not be achieved due to many reasons like, police aregenerally regarded as corrupt and oppressive and it has utterly failed to secure the confidence and cordial cooperation of the people. Police administration was expected to behave in a democratic and ideal manner in the society in performing their duties, but in practice, this culture is lacking. The sincerity of the political leaders ruling the country in implementation police reforms is comparable to their sincerity in unearthing black money stashed in foreign banks. Go on making endless speeches and do nothing. The police in Haryana is highly politicized. It is used by ruling politicians to serve their partisan ends. These are many hurdles in police reforms, because of other reasons the reforms have failed to catch the radar of lawmakers. Various committees and commissions looking into police reforms have recommended to make the force autonomous, accountable, and effective instrument of governance but not drastically change could come out in the police administration as society has been expected last decades. All these facts show these reforms have not been implemented in their true intent and spirit. Due to this reason, ideal police culture could not develop in the country even after independence.

Objectives

- To focus on the policing system in Haryana.
- To throw light on interference of political class into the police functioning.
- To analyze the existing police system and tried to find the suggestions for bringing the police reforms in Haryana and India.

METHODOLOGY

To unravel the complexities of police reforms in Haryana, this study adopts a descriptive and analytical approach grounded in secondary data. The research delves deep into the evolving structure, efficiency, and challenges of the police system, drawing insights from a rich repository of credible sources. The chosen method offers the breadth to cover national trends and the depth to assess state-specific issues, making it a suitable lens to examine both the structural flaws and functional impediments plaguing the police force in Haryana.

Data Analysis: The sectioned posts in police organizations are refer to the posts that are created by the government in order to maintain law and order in society. However, the actual posts are the ones that are occupied by the police officers who are appointed by the government. The above column graph revels that there is a huge gap between the sectioned and actual posts in police organizations at all India level and at Haryana as well. The government has not been able to provide an adequate number of police officers to occupy all the sectioned posts. This has led to a situation where police organizations are not able to function at their full potential. The table provides data on the area, population, and a number of police stations in India and Haryana. India has a population of over 1.3 billion people, while Haryana has a population of just over 29 million. India covers a vast area of over 3 million square kilometres, while Haryana covers a relatively small area of just over 44 thousand square kilometres. The above data indicates that there is one police station for every 8,000 people in India and one police

station for every 75,000 people in Haryana. This suggests that the police force in Haryana is much more thinly stretched than in India as a whole, and as a result, the people of Haryana are less likely to have access to timely and effective policing.

Total number of sectioned, actual, and vacant post of all India and Haryana in police organisation
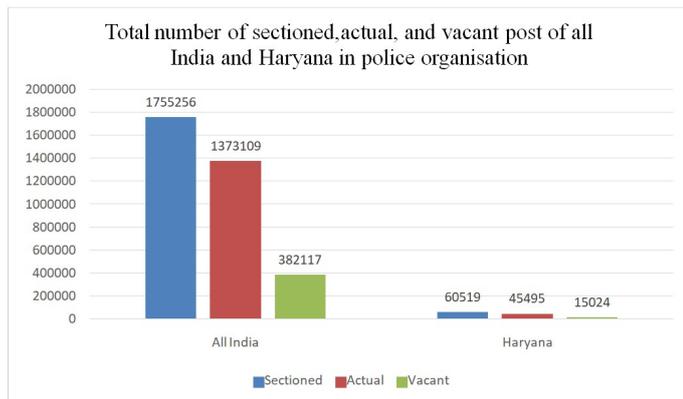
Source-Bureau of Police Research and Development, New Delhi, as on January 2019

Parameter	India	Haryana
Area (sq. km)	3287162	44212
Population	1356978000	29314000
Police stations	17379	392

Source-Bureau of Police Research and Development, New Delhi, as on January 2019
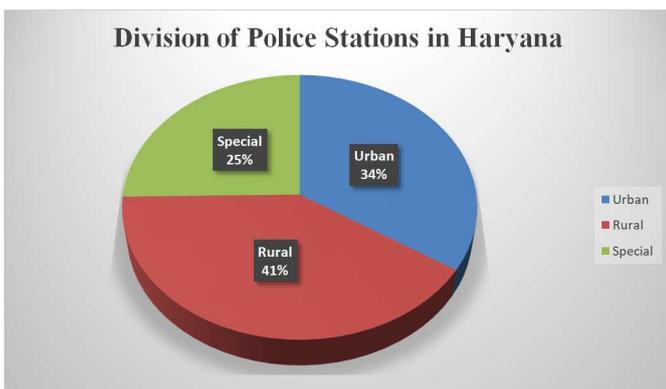
Source-Bureau of Police Research and Development, New Delhi, as on January 2019

The data indicate that 41% of police stations in Haryana are located in rural areas, 34% in urban areas, and 25% are special police stations. This suggests that the Haryana police force is spread relatively evenly between rural and urban areas, with a slightly higher concentration in rural areas. This may be due to the higher crime rates typically seen in urban areas, or the greater distances between towns and cities in rural areas.
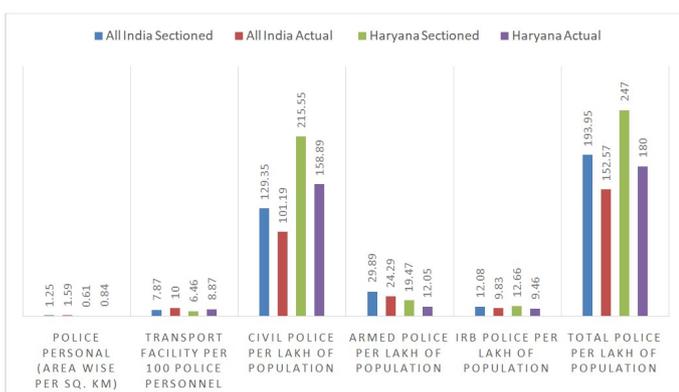
Source-Bureau of Police Research and Development, New Delhi, as on January 2019

The above compares the population per police personnel, police personnel per square kilometre, transport facility per 100 police personnel, civil police per lakh of population, armed police per lakh of population, IRB police per lakh of population, and total police per lakh of population in India and Haryana. India has a population of over 1.3 billion people and Haryana has a population of over 25 million people. Although India has a much larger population, Haryana has more police personnel per square kilometre, more transport facility per 100 police personnel, more civil police per lakh of population, more armed police per lakh of population, and more total police per lakh of population. This indicates that Haryana has higher police to population ratio than India, meaning that there are more police officers available to serve the Haryana population. But here a matter of more concern is that there is a big difference between sectioned and actual post in all category in India and Haryana as well. For better service and to reduce the stress of organisation due to deficiency of police personal we need to fill up that gap of sectioned and actual post.

Problems Faced by Police Personal on And Off the Job: The job of a police officer is a demanding one, both mentally and physically. Officers must be able to deal with the stress of the job, which can often be dangerous and unpredictable. They also must maintain their composure in difficult and sometimes life-threatening situations. Additionally, police officers must be able to deal with the public, often in difficult circumstances. Due to the nature of the job, police officers are susceptible to a number of problems, both on and off the job. These problems can include stress, anxiety, depression, substance abuse, and post-traumatic stress disorder (PTSD). Some of the more common problems includes:

- Low morale: -This is often caused by a lack of appreciation from the public and from those within the organization. Police officers often feel that they are not valued or appreciated for the work that they do.
- Burnout: -This can be caused by the high-stress levels that are associated with the job. Police officers often work long hours and are constantly exposed to potentially dangerous situations. This can lead to burnout and a feeling of being overwhelmed.
- Alienation: - Police officers often work long hours, which can lead to alienation. They may also experience shift work, which can disrupt their sleep patterns and lead to fatigue.
- Addiction: - Police officers are also at risk for substance abuse. The use of alcohol and drugs can help police officers cope with the stress of the job, but it can also lead to addiction. Substance abuse can also lead to impaired judgment and decision-making, which can put both officers and the public at risk.
- Death risk: - The job of a police officer can also be dangerous. Officers may be injured or killed in the line of duty. They may also witness traumatic events, which can lead to PTSD (post-traumatic stress disorder).
- Corruption: -This is a serious problem in some police organizations. Corruption can take many forms, from accepting bribes to using excessive force.
- Lack of diversity: - Many police organizations are not representative of the communities they serve. This can lead to tension and mistrust between the police and the community. police personnel may feel a sense of disconnection from the community they serve, which can impact their ability to effectively perform their duties.

- **Militarization:** - Some police departments have become increasingly militarized, with officers using military-style equipment and tactics. This can lead to an "us vs. them" mentality and can make the police seem more like an occupying force than a protectorate.
- **Overburdened:** - The problem of overburdened force due to lack of strength is a common issue in police organizations. This problem can be caused by a number of factors, including budget cuts, staffing shortages, and an increase in the number of calls for service. When police organizations are not able to adequately staff their departments, it puts a strain on the officers who are working. This can lead to burnout, fatigue, and a decrease in morale. Additionally, it can also lead to a decrease in the quality of police service, as officers are not able to provide the level of care and attention that they would like to.
- **Red Tapism:** - police officers often have to deal with bureaucracy and red tape, which can make their jobs more difficult and frustrating.
- **Transportation and station related problems:** - The problem of transportation from home to job station is a big one for police personnel. It can be very expensive and time-consuming, especially if they have to travel a long distance. This can also be a safety issue, as police officers are often targets of violence. There have been several instances where police officers have been attacked while traveling to and from work. This is a major concern for police organizations, and they are working to find ways to improve the situation.
- **Job dis-satisfaction:** - Police officers are also at risk for job-related problems, such as job dissatisfaction, conflict with co-workers, and job-related stress. These problems can lead to absenteeism, turnover, and job performance issues.

The problems faced by police officers can have a negative impact on both the officers and the police organizations they work for. These problems can lead to decreased productivity, morale, and public trust. Additionally, these problems can also lead to increased costs for police departments, including medical and psychological costs, legal fees, and workers' compensation claims.

Why of Police Reforms?

The police in developing countries like India has never enjoyed the good image which has been negative, and the performance has been dismal to say the least. There is nothing new about this image as has been stated earlier that "the police force is far from efficient. It is defective in training and the organization inadequately supervised is generally regarded as corrupt and oppressive and has failed to secure the confidence and cordial cooperation of the people. Now we have democratic framework. But we have not been able to address to this problem, even after more than six decades of our independence. These statues were nowhere near meeting the tripartite standards of good governance, accountability, transparency, and equality. Police have image of being inactive at its best and at worse, they actively harass, oppress, and brutalize. One of the common charges against police everywhere is non-registration of complaint as a pervasive/malpractice. This bad situation cannot be allowed to continue in perpetuity and hence there is immediate need for police reforms.

In the table below (table 1) all such main efforts towards reforms have been discussed and assessed below:

Table 1. Prominent Attempts at Reforming Police in India

Police Reforms Initiatives	Years (s)
First Police Commission (M.H. Court Commission)	1860
Indian Police Act	1861
The Second Police Commission (A.H.L. Fraser Commission)	1902-03
Working Group on Police Training Report	1972
National Police Commission (Reports 1 to 8) Headed by Former Governor Sh. Dharam Vira	Constituted in 1977 Eight Reports between 1979-1981
Julio Riberio Committee	1998-99 First Report October 1998 Second Report March 1999
Malimath Committee for the review and reform of the Criminal Justice System	2002
Police Act Drafting Committee (Headed by Sh. Soli Sorabjee)	2005-2006 Constituted in September 2005. Completed its six-month term on 21st January 2006.
SC Judgement in the *Prakash Singh* v. *Union of Act*	22nd September 2006
Punjab Police Act,	2007
Monitoring Committee	Constituted by Supreme Court in May 2008
Supreme Court Directions to amend Acts or made new Acts as per directions of the court and in compliance with the directions.	December 2010

Evaluation of police reforms: Police reforms have become a much-talked subject in the last 50 years. Many governments created many committees and commissions have made many recommendations to improve the police system in India. After independence, at union level, the Gore Committee on Police Training (1971-73) was the first initiative at improvement of the police. In 1979, the National Police commission (also known as Dharam Vira Commission) made a number of practical recommendations for police reforms. It presented eight reports to the center, covering almost all areas of the Police organization and its work, but these had not been implemented. These consisted of setting up of a series of central committees headed by a J Riberio, a retired Police Chief (1998), K. Padmanabhaiah, Former Union Home Secretary (2000), Group of Ministers on National Security (2000-01) and Justice Malimath, a retired Chief Justice, and an eminent prison reformist (2001-03), they all endorsed the recommendations of the NPC, with minor variations.

In total, as many as 910 recommendations were received from these committees (some recommendations were common). The MHA constituted (2004) a 'Review Committee of Officers', which provided 49 most common and inexpensive recommendations, and sought for their minimum implementations by the states. Alongside, MHA also constituted Sorabjee Committee (2005-06), which produced Model Police Act, 2006 (MPA) to replace the archaic 1861 Police Act. The second Administrative Reforms Commission (2005-08), headed by VeerappaMoily has added more suggestions to change the Police force into a reliable and trustworthy Police service. Even the Supreme Court has spoken and laid out a road map for reforms. Its directions came nearly five years ago. Since then, every government provided compliance. Some have gone through the motions change,

which going about business as usual on the ground. Indeed, some have simply done nothing at all. The foremost obstacle is the reluctance of political executive due to their apprehension that reforms shall weaken their control over police.

Political Interference: Indian police administration has been criticized on several grounds therefore; people have dissatisfaction with the political system as well as police administration. It is generally complained against the police personal that they evade registration of cognizable crime. They register cases of these cognizable when they cannot avoid it or they have social and political pressure. It will be seen that police are unable to discharge their duties properly because politicians do not let them function fairly, impartially and in the best interests of the people. There are three types of political interference: Public form, special form and general form. The public form of interference is most common and is distinguished by the initiative for a political intervention. This initiative comes from a citizen who is victimized but yet unable or unwilling to approach the police officer directly and so seeks intervention through the politician. The special form of interference occurs when a politician intervenes with police officers for granting favor to some person. The police perform a variety of functions and also have a say in grant of certain licenses, like the gun license or permits related to motor vehicles. Political influence becomes crucial for clinching some of these police documents or for receiving a favorable decision from the police documents or for receiving a favorable decision from the police authorities. This may be distinguished from the public from there the political interference is since concerned with pressuring the officers to make a discretionary judgment in favor of a particular person.

The officer's decision may give an advantage to a particular person or group but is not really concerned with normal everyday routine police functions. Here the interest of the politician is also long term and tied to his political ambitions. It has been observed that the executive misuse and abuse of the police generally manifested in the form of frequent postings and transfers; recruitment procedure vitiated through political recommendations; influenced promotions; tampered investigations; unlawful directions to the police; and Intelligence apparatus exploited for political purposes. It is, therefore, extremely convenient for political class to show no will towards police reforms and as such there is hardly any urgency for the political class to go for police reforms. Government over the year have manipulated the police force for self-gain. Police have been used to put down opposition, to cover up failures of the ruling party and protect friends. The political leadership is just not prepared to give functional autonomy to the police because it has found this wing of the administration a convenient tool to further its partisan objectives. As for the bureaucracy, control over the police is an intoxicant they have become addicted to and are just not willing to give that up. Both political and administrative leadership lacked vision on the Police reforms and allowed it to languish in wilderness.

Some other hurdles in the implementation of Police reforms in Haryana

1. The criminal justice system rest on four pillars the police, prosecution, judiciary, and the jails Unfortunately, the functioning of all these inefficient. It will be seen that the prosecution is inefficient. The judiciary is sluggish, and the jails have become dens of corruption and it is the failings of the police its feudal character archaic style, growing politicization and even links with the underworld which are causing the greatest anxiety. It would be no. exaggeration to say that police constitute the central pillar of the structure, and its failure or even weakness could bring about a collapse of the criminal justice system.

2. Police could not obtain the good will of the common people. But common people still have feeling of fear and terror to go to policeman until situation goes out of control by their hands e.g., therefore women on the road hesitate to go to the policeman when they are in trouble because they feel that they are also not safe in police protection. It is expected that police should follow the democratic culture in every aspect of their functioning where people can feel free and safe.

3. It will be seen that police behavior seems bad not only with the criminals but with common man also. Abusive language can be heard anywhere on the road where common men and policeman come in contact with each other without on any serious matter.

4. Sometimes, police arrest a man do not arrest in registers, do not inform the court keep the men in illegal detention or waiting for without trial and do not file the challan in time.

5. It can be seen that Police arms and technology has failed to match those of the criminals-one does not see that happening in many countries. Obsolete guns of the police are not match for sophisticated rifles of AK series used by the criminals/terrorists. There is a dire need of overhauling and modernizing the arms and armory as well as communication gadgets of police force as per the latest techniques and technology, but cost is standing in the way.

6. Transfers of police officers with each change of government have become a matter of routine. Police officers have to undergo the humiliation and harassment of being transferred again and again, sometimes in less than twenty-four hours. How can a police force led by such demoralized officers perform in fair and effective manner?

7. The problem of brutalization and use of third-degree methods in the police is more difficult and complex.

8. Every election sees episodes of criminal attacks on candidates, booth capturing tampering with bullet boxes, and method to disturb the democratic process. Nobody wants to be a witness in a trial due to the sense of insecurity and lack of confidence in the system. The jurisdiction uses many times results in FIR's not being field on time, thus giving an opportunity to the criminal to destroy all evidence.

9. The image of the police today is not that of a protector of the innocents but as perpetrator of excesses, colluder with criminals and one of the most corrupt arms of the government. if movies portray the sordid nexus between police and criminals and police being silent handmaidens of politicians you cannot accuse them of exaggeration. If statistics presented by public interest litigation placed in the Punjab and Haryana High Court are to be believed, 124 police officers in Ludhiana and 26 in the rural areas are facing criminal prosecution under various charges. Charge of corruption and negligence of duty or escape from custody top the list of offences. In the city, 48 police officers are facing

corruption charges and 37 such tainted officers are facing prosecution on charges of negligence of duty followed by involvement of four policemen in drug peddling and two accused of murder. This is only the proverbial tip of the iceberg and refers only to a few incidents in a few cities in a few days. Multiply this by 10,000 to get a true picture of how pathetic and sick a lot of Indian policemen are.

Suggestions

1. Our police force needs to be friendly, corruption free, responsible, tolerant of ambiguity and pressure, and must have compassion and empathy for the people. It should be efficient and time conscious, stress tolerant, mentally and physically fit and robust, able to provide all quality leadership potential at all levels of the hierarchy and be a model for conduct and discipline.
2. A developing country needs a healthy criminal justice system. All these must be strong and inspire the confidence of the police.
3. Ethics helps police to realize their social responsibility. Ethics programs help police values associated with quality, strategic planning diversity management and strong public image provide quality services in an emergency to afford relief to people in a distress situation.
4. Building the trust and confidence of our communities by effective consultation and effective communication. We need the support of all our communities to police effectively for this, we need their trust and confidence.
5. Providing equipment, buildings and technology which promote delivery of effective and efficient service. Our buildings technology uniform vehicles and other equipment must fit us for the purpose of becoming a leading 21st century police force. Our staff must be provided with the tools to deliver a quality service to ensure that public confidence in our professionalism and service capability is maintained.
6. It should be made mandatory for police officers to register all crimes that are reported to them. They should register an FIR even if a given crime does not occur in their jurisdiction and then transfer it to the concerned station. It must mandatory that all police officers should give an action taken report within ten days to superior officers.
7. There is need for creating external mechanism, like the creation of public grievances and complaints cells, to inquire into complaints against police officers.
8. Every police station should be provided with a computer for registration of complaints and the e-mail address of the SHO should be published. There should be the option to send the complaint by e-mail to the officer concerned with a copy to the higher authorities whose e-mail I'd should also be widely published.

9. The police personnel most of the time work under heavy stress due to several factors, psychological problems should be taken care of and that is why at least one psychologist/counselor must be appointed in each district headquarters of police, who can be helpful in solving the problems of police personnel.

CONCLUSION

To conclude, it is necessary that the people themselves may imitate reforms wherever possible. It will be seen that with spread of education, people and police will be aware of their rights and much greater awareness than in the past. But still police are confronted with several problems like rising population increasing crime, violent outbursts growing terrorism, political interference, which hindrance their smooth functioning. All the problems, facing the Haryana and Indian Police today will have to be taken into account to re-organize the Indian police because police reforms cannot, however, be taken in isolation. There is desire need to change in the style of functioning of police to make them people friendly. Then, people will get better services from the police in the immediate future.

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